

FLORIDA BOARD OF GOVERNORS
NOTICE OF PROPOSED NEW REGULATION

DATE: September 2, 2021

REGULATION NUMBER AND TITLE: 9.015, University Bonus Plans

SUMMARY:

Senate Bill 52 authorizes a university Board of Trustees to develop bonus plans for work performance or employee recruitment and retention. The plans, including

This regulation establishes evaluation criteria that must be used when developing bonus plans on performance, recruitment, and retention. In addition, the regulation addresses bonuses authorized as part of any collective bargaining agreement.

Finally, consistent with the Board's delegation of authority on personnel matters in Regulation 1.001, the regulation delegates the establishment and implementation of the bonus plans to the Board of Trustees.

FULL TEXT OF THE REGULATION IS INCLUDED WITH THIS NOTICE.

(1) Notwithstanding section 215.425, Florida Statutes, each board of trustees may establish and implement one or more plans that authorize the award of bonuses based on employee work performance or for purposes of recruitment and retention.

- (a) Each university plan must set forth the categories of employees who are eligible to receive bonuses and the evaluation criteria by which bonuses may be awarded. Evaluation criteria for plans based on employee work performance may include, but are not limited to, documented work performance involving increased duties/responsibilities, successful completion of a special project, attainment of established goals, superior performance, or specific achievements or assignments of significance. For plans developed for recruitment, evaluation criteria may include, but are not limited to, candidates with desirable specialized skills and exceptional experience, or where market conditions or departmental structure merit such a recruitment award. For plans developed for purposes of addressing retention, evaluation criteria may include, but are not limited to, circumstances to address verified offers of competing employment, to address market conditions which are significantly higher than the current salary, to ameliorate salary compression or inversion, or to acknowledge successful completion of career development, training, or certification

Authority: Section 7(c), Art. IX, Fla. Const.; section 1012.978, Fla. Stat.; History:
New_____